Brand Performance Check

Ortovox Sportartikel GmbH

This report covers the evaluation period 01-07-2024 to 30-06-2025

About the Brand Performance Check

Fair Wear Foundation (Fair Wear) believes that improving conditions for apparel product location workers requires change at many levels. Traditional efforts to improve conditions focus primarily on the product location. Fair Wear, however, believes that the management decisions of clothing brands have an enormous influence for good or ill on product location conditions.

Fair Wear's Brand Performance Check is a tool to evaluate and report on the activities of Fair Wear's member companies. The Checks examine how member company management systems support Fair Wear's Code of Labour Practices. They evaluate the parts of member company supply chains where clothing is assembled. This is the most labour intensive part of garment supply chains, and where brands can have the most influence over working conditions.

In most apparel supply chains, clothing brands do not own product locations, and most product locations work for many different brands. This means that in most cases Fair Wear member companies have influence, but not direct control, over working conditions. As a result, the Brand Performance Checks focus primarily on verifying the efforts of member companies. Outcomes at the product location level are assessed via audits and complaint reports, however the complexity of the supply chains means that even the best efforts of Fair Wear member companies cannot guarantee results.

Even if outcomes at the product location level cannot be guaranteed, the importance of good management practices by member companies cannot be understated. Even one concerned customer at a product location can have significant positive impacts on a range of issues like health and safety conditions or freedom of association. And if one customer at a product location can demonstrate that improvements are possible, other customers no longer have an excuse not to act. The development and sharing of these types of best practices has long been a core part of Fair Wear's work.

The Brand Performance Check system is designed to accommodate the range of structures and strengths that different companies have, and reflects the different ways that brands can support better working conditions.

This report is based on interviews with member company employees who play important roles in the management of supply chains, and a variety of documentation sources, financial records, supplier data. The findings from the Brand Performance Check are summarized and published at www.fairwear.org. The online Brand Performance Check Guide provides more information about the indicators.

Scoring overview

Total score: 172
Possible score: 204
Benchmarking Score: 84
Performance Benchmarking Category: Leader



Foundational system's criteria	Sourcing strategy	Identifying continuous human rights risks	Responsible purchasing practices	Quality and coherence of prevention and remediation system	Improvement and prevention	Communication, transparency and evaluation
100%	88%	87%	100%	67%	82%	89%

Summary:

This performance check report includes Ortovox's financial years starting in 2023 and 2024.

Ortovox Sportartikel GmbH (hereinafter Ortovox) has achieved significant improvements in performance indicators and made exceptional progress. With a total benchmarking score of 84, the member is placed in the Leader category.

The company demonstrates particularly strong performance in responsible purchasing practices, transparency, and foundational systems, reflecting a mature integration of human rights due diligence into its business operations. While Ortovox performs well across most indicators, the Brand Performance Check also identified several areas where further development would strengthen its impact, particularly in prevention programming and systematic action planning.

Ortovox's sourcing strategy explicitly focuses on increasing leverage to improve working conditions, including supplier consolidation and collaboration with other clients. The brand works with 38 active suppliers, with 47% of production volume coming from suppliers where Ortovox holds at least 10% leverage, and it has reduced tail-end suppliers in the past year. Its approach prioritises long-term partnerships, as 79% of FOB volume comes from suppliers with relationships exceeding five years, supported by open-ended contracts. Ortovox also conducts risk scoping aligned with OECD expectations, using a structured risk matrix covering country, sector, product, and business model risks, and integrates gender-disaggregated data and freedom of association mapping across suppliers. However, the system does not yet systematically incorporate worker or stakeholder input, and the sourcing strategy does not explicitly prioritise countries where workers can freely form or join trade unions.

Regarding prevention, mitigation, and remediation, Ortovox has prioritised risks and developed supplier-level action plans covering 84% of its FOB, and it demonstrates active follow-up on corrective actions, addressing issues such as working hours, wages, safety, and freedom of association. The company has implemented root-cause analysis and preventive measures, including training and improved production planning, and it has established a long-term strategy to increase wages towards living wage benchmarks by 2030, currently covering about one-third of production volume. Nevertheless, the brand lacks a fully systematic approach linking risk assessment outcomes to detailed action plans with timelines and budgets, and its action plans do not yet consistently include a gender lens.

Ortovox performs well on external communication, transparency, and outreach. The company publicly reports on its due diligence efforts, publishes a full supplier list and remediation activities, and actively communicates about Fair Wear membership through multiple channels. It also goes beyond standard requirements by also looking deeper in its supply chain.

Overall, Ortovox demonstrates a mature and well-integrated human rights due diligence system that is structurally aligned with responsible sourcing and purchasing practices, positioning it among stronger performers within the Leader category.

Performance Category Overview

Leader: This category is for member companies who are doing exceptionally well, and are operating at an advanced level. Leaders show best practices in complex areas such as living wages and freedom of association.

Good: It is Fair Wear's belief that member companies who are making a serious effort to implement the Code of Labour Practices—the vast majority of Fair Wear member companies—are 'doing good' and deserve to be recognized as such. They are also doing more than the average clothing company, and have allowed their internal processes to be examined and publicly reported on by an independent NGO. The majority of member companies will receive a 'Good' rating.

Needs Improvement: Member companies are most likely to find themselves in this category when major unexpected problems have arisen, or if they are unable or unwilling to seriously work towards CoLP implementation. Member companies may be in this category for one year only after which they should either move up to Good, or will be moved to suspended.

Suspended: Member companies who either fail to meet one of the Basic Requirements, have had major internal changes which means membership must be put on hold for a maximum of one year, or have been in Needs Improvement for more than one year. Member companies may remain in this category for one year maximum, after which termination proceedings will come into force.

Categories are calculated based on a combination of benchmarking score and the percentage of own production under monitoring. The specific requirements for each category are outlined in the Brand Performance Check Guide.

Company Profile Ortovox Sportartikel GmbH

Member company information

Member since: 1 Jan 2015
Product types: Outdoor wear and outdoor products and Sportswear
Percentage of turnover of external brands resold 0%
Member of other MSI's/Organisations Partnership for Sustainable Textiles, Bluesign and EOG
Number of grievances received last financial year 2

Basic requirements

Definitive production location data has been submitted for the financial year under review? Yes
Projected production location data have been submitted for the current financial year? Yes
Membership fee has been paid? Yes

Production countries, including number of production locations and total production volume.

Production Country	Number of production locations	Percentage of production volume
Viet Nam	12	51%
Romania	4	12%
Serbia	2	11%
Ukraine	3	9%
Poland	1	4%
Latvia	1	3%
Germany	4	3%
China	2	2%
Italy	1	2%
Slovenia	2	2%
Bulgaria	1	1%
Lithuania	2	0%
Austria	1	0%
Portugal	1	0%
Taiwan	1	0%

Layer 1 Foundational system's criteria

Possible Points: 8
Earned Points: 8

1.1 Member company has a publicly shared Human Rights Due Diligence policy that has been adopted by top management.: Yes

Comment: Ortovox has a solid Human Rights Due Diligence policy in place.

1.2 All member company staff are made aware of Fair Wear's membership requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: Yes

1.3 All staff who have direct contact with suppliers are trained to support the implementation of Fair Wear requirements, in particular the Fair Wear's HRDD policy and Fair Wear's Code of Labour Practices.: Yes

1.4 A specific staff person(s) is designated to follow up on problems identified by the monitoring system, including grievance handling. The staff person(s) must have the necessary competence, knowledge, experience, and resources.: Yes

1.5 Member company has a system in place to identify all production locations, including a policy for unauthorised subcontracting.: Yes

1.6 Member company discloses internally through Fair Wear's information management system, in line with Fair Wear's Transparency Policy.: Yes

Comment: Ortovox discloses 100% of production locations internally through Fair Wear's information management system.

1.7 Member company discloses externally on Fair Wear's transparency portal, in line with Fair Wear's Transparency Policy.: Yes

Comment: Ortovox discloses 100% of production locations externally on Fair Wear's transparency portal.

1.8 Member complies with the basic requirements of Fair Wear's communication policy.: Yes

Layer 2 Human rights due diligence, including sourcing strategy and responsible purchasing practices.

Possible Points: 90
Earned Points: 82

Indicators on Sourcing strategy

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.1 Member company's sourcing strategy is focused on increasing influence to meaningfully and effectively improve working conditions.	Advanced	Fair Wear expects members to adjust their sourcing strategy to increase their influence over working conditions. Members should aim to keep the number of production locations at a level that allows for the effective implementation of responsible business practices.	Strategy document; consolidation plans, examples of implementation.	6	6	0

Comment: Ortovox has a sourcing strategy addressing influencing labour conditions. The member has 38 active suppliers. 47% of the production volume comes from suppliers where the member has at least 10% leverage at suppliers. 12% of the production volume comes from suppliers where Ortovox buys less than 2% of its total FOB. This is an improvement compared to the previous check. The member decreased tail-end suppliers by 5%. Ortovox's sourcing strategy explicitly focuses on increasing influence through consolidation and active cooperation with other clients. However, the brand emphasised that the shift from European to Asian production reduced its leverage in the factories, as Asian factories are larger than those in Europe. The brand wants to maintain its presence in Europe, but due to European factories ceasing operations, it had to shift production to Asia.

Recommendation: Fair Wear recommends Ortovox to consider leverage when moving its production to new suppliers. The member should consider the risk of human rights violations at suppliers, the influence it has on bringing change and the impact it can have at a factory level.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.2 Member company's sourcing strategy is focused on building long-term relationships.	Advanced	Stable business relationships underpin the implementation of the Code of Labour Practices and give factories a reason to invest in improving working conditions.	Strategy documents; % of FOB from suppliers where a business relationship has existed for more than five years; Examples of contracts outlining a commitment to long-term relationship; Evidence of shared forecasting.	6	6	0

Comment: Ortovox has a sourcing strategy that focuses on maintaining long-term relationships.
79% of the member's total FOB volume comes from suppliers with whom Ortovox has a business relationship for at least five years.
The member commits to long-term contracts with all suppliers. These contracts remain in force for an indefinite period, with a termination clause for either party of twelve months' written notice. The long-term contracts are embedded in Ortovox's sourcing strategy, ensuring they are implemented across its supplier base.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.3 Member company conducts a risk scoping exercise as part of its sourcing strategy.	Intermediate	Human rights due diligence, according to the OECD guidelines, requires companies to undertake a scoping exercise to identify and mitigate potential human rights risks in supply chains of potential business partners.	HRDD policy; Sourcing strategy linked to results of scoping exercise; HRDD processes, including specific responsibilities of different departments; Use of country studies; Analysis of business and sourcing model risks; Use of licensees and/or design collaborations.	4	6	-2

Comment: Ortovox conducts risk scoping and includes all risk factors on country, sector, business model, sourcing model and product level. The brand has developed a risk matrix in line with OECD requirements. The member brand uses this matrix to prioritise risks in its supply chain, using a traffic light system to indicate low, medium, and high risks. In its risk scoping, the member has assessed the impact and prevalence of the risks correctly.
Ortovox could show that it knows the highest risks of each of its production countries. Ortovox identified factory management systems, freedom of association and safe and healthy working conditions as high risks for Ukraine. The risk scoping includes a gender lens. The member particularly examines whether issues affect men and women differently. Nonetheless, Ortovox has yet to include input from workers, suppliers and stakeholders.
The member adjusts its sourcing strategy based on the risk scoping, as outcomes of the scoping are included in decision-making regarding increasing production in specific countries where risks are lower or can be better mitigated due to the member's local presence as for the case of Vietnam, or choosing to not produce in specific countries where risks are higher and volatile due to severe restrictions on labour rights and non-governmental organisation's activities as for example in Myanmar. To date, Ortovox's sourcing strategy does not mention a preference for countries where workers can freely form or join a trade union and/or bargain collectively.

Recommendation: The member is recommended to include input from workers, suppliers, and other stakeholders in its risk-scoping exercise.
Fair Wear strongly recommends Ortovox to privilege countries where workers can freely form or join a trade union and/or bargain collectively and make this explicit in its sourcing strategy.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.4 Member company engages in dialogue with factory management about Fair Wear membership requirements before finalising the first purchase order.	Advanced	Sourcing dialogues aim to increase transparency between the member and the potential supplier, which can benefit improvements efforts going forward.	Process outline to select new factories; Material used in sourcing dialogue; Documents for sharing commitment towards social compliance; Meeting reports; On-site visits; Reviews of suppliers' policies.	4	4	0

Comment: It is the standard process for Ortovox to inform new suppliers about its HRDD policy and Fair Wear membership by sending an introductory email that outlines the Fair Wear guidelines. After this initial contact, suppliers are required to complete a questionnaire as part of the Supplier Code of Conduct and Factory Data Sheet. Ortovox also requests that suppliers provide a photo of the Code of Labor Practices (CoLP) displayed within their facility, ensuring that labour standards are visibly acknowledged. A Corporate Social Responsibility (CSR) presentation is subsequently shared with the suppliers to communicate the brand's expectations clearly. Training on Fair Wear principles is provided to equip suppliers with the necessary knowledge to comply with these standards. The onboarding sequence is concluded with the suppliers' signing of the Code of Conduct, and the General Producer Agreement, which includes the CoLP. This process has been followed for all suppliers added last year. Additionally, the brand started a dialogue with suppliers about human rights and how the supplier and Ortovox can cooperate on this topic.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.5 Member company collects the necessary human rights information to inform sourcing decisions before finalising the first purchase order.	Advanced	Human rights due diligence processes are necessary to identify and mitigate potential human rights risks in supply chains. Specific risks per factory need to be considered as part of the decision to start cooperation and/or place purchasing orders.	Questionnaire with CoLP, reviewing and collecting existing external information, evidence of investigating operational-level grievance system, union and independent worker committee presence, collective bargaining agreements, engaging in conversations with other customers and other stakeholders, including workers.	6	6	0

Comment: Ortovox collects human rights information of potential new suppliers by collecting self-assessments that include questions about wage levels, existing grievance mechanisms, worker representation, gender composition of the workforce, freedom of association and working hours. The member collects existing audit reports (or organises Fair Wear audits), and visits the production site to inspect the facility and gather information about the situation on-site. The brand will also require input from worker representation, depending on the available information, and it collects information from workers or stakeholders to inform the sourcing decision. Ortovox followed this process for the suppliers added in the last financial year.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.6 Member actively ensures awareness of the Fair Wear CoLP, the grievance mechanism, and social dialogue mechanisms within the first year of starting business.	Intermediate	This indicator focuses on the preliminary mitigation of risks by actively raising awareness about the Fair Wear Code of Labour Practices and complaints helpline. Discussing Fair Wear's CoLP with management and workers is a key step towards ensuring sustainable improvements in working conditions and developing social dialogue at the supplier level.	Evidence of social dialogue awareness raised through earlier training/onboarding programmes, onboarding materials, information sessions on the factory grievance system and complaints helpline, use of Fair Wear factory guide, awareness-raising videos, and the CoLP.	4	6	0

Comment: In the previous financial year, Ortovox has added 5 new suppliers. Ortovox has shared information about Fair Wear's CoLP and the grievance mechanism within the first year of doing business. The Worker Information Sheet has been posted.
Ortovox organised onboarding sessions for workers and the management of new suppliers. The member organised these sessions to raise awareness about the Fair Wear CoLP and the grievance mechanism. The member has yet to include the worker representation and a gender and minority lens in these sessions.

Recommendation: Ortovox is recommended to ensure that women workers and workers from other marginalised groups can participate in discussions in the onboarding sessions. Fair Wear recommends Ortovox to include a discussion with workers on how they would like to provide feedback and report grievances to the management regarding their working conditions in its onboarding sessions.

Indicators on Identifying continuous human rights risks

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.7 Member company has a system to continuously assess human rights risks in its production locations.	Intermediate	Members are expected to regularly evaluate risk in a systematic manner. The system used to identify human rights risks determines the accuracy of the risks identified and, as such, the possibilities for mitigation and remediation.	Use of risk policies, country studies, audit reports, other sources used, how often information is updated.	4	6	0

Comment: Ortovox has a systematic approach to assessing human rights risks in its supply chain and has assessed the risks for each production location. It has identified the right tool and frequency per country (or outcome of the risk scoping). For instance, the brand assesses human rights risks at its production locations by conducting full or modular assessments and other third-party audits, using the Higg Facility Social and Labour Module (HIGG FSLM) information and factory data surveys, organising monitoring visits, and engaging in regular dialogue with factory management. The tools that Ortovox uses for its risk assessment do not explicitly include worker and stakeholder input.
Next to its systematic approach, the brand ensures it uses different tools that include input from suppliers. These tools include the Better Buying Survey, which was used to improve purchasing practices; feedback was translated into an action plan and integrated into management systems and purchasing practices.

Recommendation: Ortovox could complement its risk assessment process with worker and stakeholder input.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.8 Member company's human rights due diligence process includes an assessment of freedom of association (FoA).	Advanced	Freedom of association and collective bargaining are 'enabling rights.' When these rights are respected, they pave the way for garment workers and their employers to address and implement the other standards in Fair Wear's Code of Labour Practices - often without brand intervention.	Use of supplier questionnaire to inform decision-making, collected country information, and analyses.	6	6	0

Comment: Ortovox has mapped the risks to freedom of association (FoA) in all its sourcing countries and can explain the main risks per country, including the risks to women workers. The risks identified are that workers and trade unions face restrictions in joining and forming organisations freely; facilities have not established unions on-site and workers are affiliated to higher-level unions; lack of legally compliant bipartite committee, no active or independent union presence, management influences union activities, and worker representatives have not received proper training; management does not effectively address worker complaints, independent representation is undermined by conflicts of interest within the trade union leadership, and there is no transparent or regular process for workers to raise concerns or participate in social dialogue.
Ortovox uses this information to understand what the risks at its suppliers are and inform itself how to engage with its suppliers on this topic.
Ortovox understands the status of FoA at each of its suppliers. The member has supplier-level monitoring in place to assess and understand the risk at suppliers. Ortovox knows which suppliers have trade unions and Collective Bargaining Agreements (CBAs) in place. The standard process for Ortovox is to request suppliers to complete a survey that includes questions on FoA, unionisation, worker representation, and CBAs, to provide insights into how to engage with suppliers effectively. Additionally, Ortovox can explain what the main risks of violations of FoA are at all its suppliers, including the risks specific to women workers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.9 Member company includes a gender analysis throughout its human rights risk identification, to foster a better understanding of gendered implications.	Intermediate	Investing in gender equality creates a ripple effect of positive societal outcomes. Members must apply gender analyses to their supply chain to better address inequalities, violence, and harassment.	Evidence of use of the gender mapping tools and knowledge of country-specific fact sheets.	4	6	0

Comment: Ortovox has included gender in its human rights risk identification.
The member could show it understands the basic gender risks in its sourcing countries and, for instance, identify how men and women are affected differently for each issue scoped. Additionally, Ortovox actively collects gender data per factory. The data that it collects are workforce composition, leadership and wage information. This information is collected through surveys and audits.
Ortovox has started to analyse gender-disaggregated data at the factory and country levels. The main conclusions (so far) are that gender is a risk because 80% of the workforce is women, but it is not actually coming up from the assessments of the different issues. Ortovox is reviewing the quality of its data and is trying to obtain more data from suppliers, but this is challenging. The member has not yet analysed how its business practices affect gender at its suppliers, but it follows a risk-based approach and prioritises risks related to gender according to its risk scoping and risk assessment.

Recommendation: Fair Wear recommends the member to continue analysing the gender data collected at country and factory levels and connect them. Fair Wear's gender instruments can be helpful.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.10 Member company considers a production location's human rights performance in its purchasing decisions.	Advanced	Systematic evaluation is part of continuous human rights monitoring. A systematic approach to evaluating production location performance is necessary to integrate social compliance into normal business processes and to support good decision-making.	Supplier evaluation format, meeting notes on supplier evaluation shared with the factory, processes outlining purchasing decisions, link to responsible exit strategy.	4	4	0

Comment: Ortovox has a strong and systematic evaluation system for assessing suppliers' human rights performance. Biannually, Ortovox assesses and monitors its suppliers' adherence to the Code of Labour Practices. This is executed through a supplier evaluation sheet that incorporates a traffic light grading system to easily categorise compliance levels. The ratings are applied across various aspects, including production times, order processing, communication, compliance, and social responsibility. This is followed by a SWOT analysis. Additionally, the Quality Staff at Ortovox regularly visits production facilities to check on-site status.
The brand systematically integrates the outcome of this evaluation into its purchasing decisions. When the production allocation is made, the CSR department is included in the decision-making process and includes CSR advice on factory risk assessment and country risks. Ortovox shares the outcome of the evaluation with its suppliers and their worker representatives.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.11 Member company prevents and responds to unauthorised or unknown production and/or subcontracting.	Advanced	Subcontracting can decrease transparency in the supply chain and has been demonstrated to increase the risk of human rights violations. Therefore, when operating in higher-risk contexts where it is likely subcontracting occurs, the member company should increase due diligence measures to mitigate these risks.	Production location data provided to Fair Wear, financial records from the previous financial year, evidence of member systems and efforts to identify all production locations (e.g., interviews with factory managers, factory audit data, web shop and catalogue products, etc.), licensee contracts and agreements with design collaborators.	4	4	0

Comment: Ortovox uses the outcomes of its human rights monitoring to respond to unauthorised subcontracting. There is no evidence of missing first-tier locations (and/or) subcontractors in the database. Unauthorised subcontracting is prohibited by Ortovox's Code of Conduct and its contracts signed by suppliers. The member takes measures to prevent unauthorised subcontracting or unknown locations, such as checking quantities and capacities during the forecasting process, and keeping track of production locations and quantities through the Production Control Schedules (PCS). Additionally, the member actively prevents unauthorised subcontracting by visiting suppliers during production and by regular inline inspections conducted by quality controllers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.12 Member company extends its due diligence approach to homeworkers.	Advanced	Homeworkers should be viewed as an intrinsic part of the workforce, entitled to receive equal treatment and have equal access to the same labour rights, and therefore should be formalised to achieve good employment terms and conditions.	Supplier policies, evidence of supplier and/or intermediaries' terms of employment, wage-slips from homeworkers.	4	4	0

Comment: According to the member, there is a very low risk of homeworkers being used by its suppliers because most products are very complex and cannot be produced at home without specific machinery. Therefore, during quality controls, it would be evident if the products were produced by homeworkers. Ortovox has analysed the capacity of suppliers to identify a potential risk. The member brand assesses leverage at the factory and supplier levels, their total annual capacity per piece, and the number of pieces allocated to Ortovox based on information from its supplier's survey. Since audits have not identified homeworkers, Ortovox assumes that homeworkers are not used for its orders.

Indicators on Responsible purchasing practices

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.13 Member company's written contracts with suppliers support the implementation of Fair Wear's Code of Labour Practices and human rights due diligence, emphasising fair payment terms.	Advanced	Written, binding agreements between brands and suppliers, which support the Fair Wears CoLP and human rights due diligence, are crucial to ensuring fairness in implementing decent work across the supply chain.	Suppliers' codes of conduct, contracts, agreements, purchasing terms and conditions, or supplier manuals.	4	4	0

Comment: Ortovox uses contracts with its suppliers. The member has agreements in the form of contracts that stipulate terms of payment, liability, and penalties. The contracts clearly delineate mutual responsibilities for implementing the Code of Labour Practices (CoLP), including fair payment terms. Most suppliers have agreed on 30 days net, and in several cases, material or packaging costs are paid in advance. These terms are adapted to fit the nature of the businesses Ortovox collaborates with, whether they are small, large, or family-owned, and are agreed upon in a way that suits the supplier. For delivery delays, damages and quality issues, the brand first investigates for proof of fault. Ortovox developed a new supplier contract and partnership agreements, using the Supplier Model Contract as a benchmark. The member and its suppliers are in the process of signing the new updated agreement. Additionally, Ortovox identified which Common Framework for Responsible Purchasing Practices (CFRPP) principles are already applied in its daily practices, and which ones can be easily integrated into supplier contracts. Furthermore, the brands provide training for the Procurement team on the CFRPP. The contracts clearly outline the shared responsibilities for CoLP implementation, and fair payment terms are part of those responsibilities. For instance, contracts include an open costing approach, joint agreements regarding lead times and delivery dates and clear statements on cooperation and mutual responsibility.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.14 Member company has formally integrated responsible business practices and possible impacts on human rights violations in its decision-making processes.	Advanced	Corporate Social Responsibility (CSR), purchasing, and other staff that interact with suppliers must be able to share information to establish a coherent and effective strategy for improvements. This indicator examines how this policy and Fair Wear membership requirements are embedded within the member company.	Internal information systems, status Corrective Action Plans, sourcing score- cards, KPIs listed for different departments that support CSR efforts, reports from meetings from purchasing and/or CSR staff, and a systematic manner of storing information.	6	6	0

Comment: Ortovox actively shares relevant CSR information with other departments. The member has completely restructured its departments over the past years, integrating CSR roles into other operational departments, enabling active information exchange to support coherent and responsible business practices. The member includes responsible business practices in job role competencies. For instance, the Procurement team manages sustainability topics directly with suppliers and Sourcing and purchasing staff work with KPIs supporting good sourcing and pricing strategies. Examples of these KPIs include: developing a roadmap to achieve the living wage goal by 2030, or achieving leader status in Fair Wear's Brand Performance Check.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.15 Member company's purchasing practices support reasonable working hours.	Advanced	Members' purchasing practices can significantly impact the levels of excessive overtime at factories.	Proof that planning systems have been shared with production locations, examples of production capacity knowledge that is integrated into planning, timely approval of samples, and proof that management oversight is in place to prevent late production changes.	6	6	0

Comment: Ortovox manages its development and production processes, starting with the development department's timelines and a comprehensive collection overview each season. This approach includes a multi-stage forecasting system that begins around 1.5 years before delivery to ensure smooth production flows and reasonable working hours. Suppliers receive detailed forecasts and production plans well in advance, allowing for efficient capacity planning and preventing unauthorised subcontracting or the use of homeworkers. Lead times and delivery dates are based on the production capacities reserved by the Supplier for Ortovox and are agreed jointly. Once confirmed by both Parties, the agreed delivery dates are binding. Suppliers' input is constantly considered during this process.
Ortovox also closely monitors material supply, coordinating with all tiers of the supply chain to ensure timely delivery and prevent delays. This comprehensive strategy ensures efficiency and ethical practices in production and aligns with Ortovox's commitment to responsible and sustainable manufacturing.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.16 Member company can demonstrate the link between its buying prices and wage levels at production locations.	Advanced	Understanding the labour component of buying prices is an essential first step for member companies towards ensuring the payment of minimum wages - and towards the implementation of living wages.	Interviews with production staff, documents related to member's pricing policy and system, buying contracts, cost sheets including labour minutes.	6	6	0

Comment: Ortovox has a strong understanding of the wage levels at its suppliers and connects this understanding to its own buying prices. Ortovox has advanced insight into the labour component of its prices. Ortovox knows the number of actual sewing minutes needed for a style. Ortovox knows the labour-minute value for all its suppliers. Ortovox includes changes in the legal minimum wage or inflation in its buying prices. Ortovox developed a new Product Development process where there is a pre-costing stage during the concept phase of a product, allowing for shaping product costs toward its living wage goals. This marks clear progress from the previous Brand Performance Check, where the member relied on mixed costing practices, struggled to link supplier data to wage levels, and faced reluctance from some suppliers to share detailed costing information. The improved structure now reflects a more mature and consistently applied costing system.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
2.17 All sourcing intermediaries play an active role in upholding HRDD and Fair Wear's Code of Labour Practices and ensure transparency about where production takes place.	Advanced	Intermediaries have the potential to either support or disrupt CoLP implementation. It is members' responsibility to ensure production relation intermediaries actively support the implementation of the CoLP.	Correspondence with intermediaries, trainings for intermediaries, communication on Fair Wear audit findings, etc.	4	4	0

Comment: Ortovox has informed its sourcing intermediaries of Fair Wear requirements and could show they informed production locations. While intermediaries are involved in the procurement of the goods, the brand has direct relationship with the facilities.

Layer 3 Prevention, mitigation and remediation

Possible Points: 96
Earned Points: 74

Indicators on the quality and coherence of a members' prevention and remediation system

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.1 Member company integrates outcomes of human rights risk identification (layer 2) into risk prioritisation and creates subsequent action plans.	Intermediate	Based on the risk assessment outcomes, a factory risk profile can be determined with accompanying intervention strategies, including improvement and prevention programmes.	Overview of supplier base with accompanying risk profile and follow-up programmes.	4	6	0

Comment: Ortovox has prioritised risks and created action plans per supplier, counting for 84% of the total FOB. The action plans follow the actions outlined in Corrective Action Plans (CAPs) from third-party audits or Fair Wear factory assessments. Though the member brand has actions to prevent and remediate the prioritised risks, there is no systematic approach in place to link concrete action plans to the detailed outcomes of the risk assessments. However, based on the risk evaluation, the member brand allocates budget for specific activities.

Recommendation: Fair Wear recommends that the member brand follow a systematic approach to develop detailed action plans, including budgets and timelines.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.2 Member company's action plans include a gender lens.	Insufficient	The prevention and improvement programmes should ensure equitable outcomes. Thus, a gender lens should be incorporated in all programmes regardless of whether or not the programme is specifically about gender.	Proof of incorporation of the gender lens in follow up programmes, including stakeholder input.	0	6	0

Comment: Ortovox does not specifically include a gender lens in its action plans. However, the member company has incorporated gender into its risk assessment framework. In Ortovox's supply chain, there is no evidence of discrimination against women, and the sourcing countries have high to medium gender equality scores. Nonetheless, Ortovox is aware of gender-specific risks, which are addressed in the risk scoping and remediation. Ortovox recognises that around 80% of its supply chain workers are women, particularly in production and labour-intensive roles, and that its improvement and prevention programmes inherently address risks that disproportionately affect women.

Requirement: Ortovox must start including a gender lens in action plans.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.3 Member company's action plans include steps to encourage freedom of association and effective social dialogue.	Intermediate	Freedom of Association and Collective Bargaining are enabling rights. Therefore, ensuring they are prioritised in improvement and prevention programmes can help support improvements in all other areas.	Available prevention and improvement programmes, including stakeholder input.	4	6	0

Comment: Ortovox included some steps to encourage FoA and effective social dialogue in its action plans. These steps are gathering information about Collective Bargaining Agreements (CBAs), worker unions and representatives and complaint mechanisms, and organising training on social dialogue resulting from the outcome of the risk metrics. The member has yet to make these steps more comprehensive and detailed. The member has yet to ensure its steps to promote FoA and effective social dialogue address the specific risks for female workers.

Recommendation: Fair Wear recommends Ortovox to include more comprehensive steps in its action plans. Fair Wear recommends Ortovox to apply a gender lens and ensure its steps to promote FoA and effective social dialogue address the specific risks for female workers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.4 Member company actively supports a factory-level grievance mechanism.	Advanced	Fair Wear's complaints helpline is a safety net in case local grievance mechanisms do not provide access to remedy. Members are expected to actively support and monitor the effectiveness of operational-level grievance mechanisms as part of regular contact with their suppliers.	Communication with suppliers, responses to grievances, minutes of internal worker committees, evidence of democratically elected worker representation, evidence of handled grievance, review of factory policies, and proof of effective social dialogue.	6	6	0

Comment: Ortovox supports and monitors the mechanism and responds when the mechanism is ineffective. At the beginning of any new business relationship, Ortovox evaluates its suppliers' internal grievance mechanisms and continues to monitor them regularly. . During site visits, Ortovox personnel also review the complaint logs and inquire whether worker representatives are involved in addressing the complaints filed. This approach provides Ortovox with a clear understanding of which internal grievance mechanisms are functioning well and which require further enhancement. The most recent outcome of its evaluation shows that 51% of the factories from which Ortovox sources have worker representation. In locations where improvements are needed, Ortovox encourages management to facilitate the election of worker representatives or offers support in organising training for these representatives.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.5 Member company collaborates with other Fair Wear members or customers of the production location.	Advanced	Cooperation between Fair Wear members increases leverage and the chances of successful outcomes. Cooperation also reduces the chances of a factory needing to conduct multiple improvement programmes about the same issue with multiple customers.	Communication between different companies.	6	6	0

Comment: Ortovox cooperates with other Fair Wear members at its shared suppliers, responding to CAPs and complaints. Next to that, the member also cooperates in taking more preventive measures, such as capacity building and joint living wage projects. At suppliers that are not shared with other members, Ortovox works together with other customers, exchanging CAPs and Audits, and jointly working on living wage projects.

Indicators on implementation: improvement and prevention

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.6 Degree of verified actions.	58%	Fair Wear expects members to show progress towards the implementation of improvement programmes. Members are expected to be actively involved in the examination and remediation of any factory-specific problem.	Progress reports on improvement programmes.	4	6	-2

Comment: During the performance check Ortovox could demonstrate it has followed up 58% of actions out of all outstanding actions. These actions are linked to CAPs of full assessments conducted in the previous financial year. During the performance check, the member could demonstrate with a sample that up to two-thirds of the CAP issues requiring improvement actions have been followed up. Examples of improvement actions that were taken include actions related to freedom of association, living wage, reasonable working hours and safe and healthy working conditions issues.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.7 Degree of progress towards implementation of prevention programme.	Intermediate progress	Fair Wear expects members to show progress towards the implementation of prevention programmes. With this indicator, Fair Wear assesses the degree of progress based on the percentage of actions addressed within the set timeframe.	Update on prevention programmes.	4	6	-2

Comment: Ortovox has identified some root causes of the CAP issues and discussed these with its suppliers. The member has implemented some preventive steps. Examples of the discussed root causes are related to health and safety issues in Eastern Europe and Vietnam, and freedom of association and collective bargaining in China. The member implemented preventive steps such as specific training on safe and healthy working conditions and freedom of association to address these root causes.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.8 Member company validates risk profile and maintains regular dialogue with factories where no action plan is needed.	Intermediate	When no improvement or prevention programme is needed, Fair Wear expect its member companies to actively monitor the risk profile and continue to mitigate risks and prevent human rights abuses.	Use of Fair Wear workers awareness digital tool to promote access to remedy. Evidence of data collected, worker interviews, monitoring documentation tracking status quo.	4	6	0

Comment: Ortovox has some suppliers where action plans are not needed. These cover 10% of the member's total FOB. The member has a system to ensure possible human rights risks are regularly discussed with these suppliers. Ortovox regularly reviews changes to the risk situation. The member is in regular contact with suppliers to mitigate risks. The member has yet to include worker representatives/local unions in discussions with factory management on possible human rights risks.

Recommendation: Ortovox is recommended to ensure worker representation/local unions (when appropriate) are included in discussions with factory management on possible human rights risks.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.9 Degree to which member company mitigates root causes of excessive overtime.	Advanced	Member companies should identify excessive overtime caused by the internal processes and take preventive measures. In addition, members should assess ways to reduce the risk of external delays.	This indicator rewards self-identification of efforts to prevent excessive overtime. Therefore, member companies may present a wide range of evidence of production delays and how the risk of excessive overtime was addressed, such as: reports, correspondence with factories, collaboration with other customers of the factory, use of Fair Wear tools, etc.	6	6	0

Comment: In the previous year, 1 assessment report of the total 2 factory assessments mention excessive overtime. Ortovox could show that its efforts resulted in reduced excessive overtime at one of these suppliers assessed. Ortovox analysed the root causes of these findings. According to the member, production planning is a significant cause for excessive overtime. The member has addressed this and promotes transparency about working hours by requiring suppliers to transparently communicate their capacities based on standard factory working hours. The member has taken action to address the root causes. Ortovox is evaluating collaboratively with suppliers, production capacities, delivery schedules and deadlines. Ortovox considers suppliers' capacity when placing orders and scheduling deliveries. Sufficient lead time is provided for material procurement and production. This approach helps prevent excessive overtime, last-minute subcontracting, and reliance on temporary labour. Ortovox balances production throughout the season, utilising off-season capacity whenever possible. Ortovox requires suppliers to comply with local laws and ILO Convention 1, setting a maximum 48-hour workweek with a 12-hour overtime limit, where overtime has to be voluntary and fairly compensated at a premium rate. Ortovox monitors work schedules and production targets to avoid excessive overtime.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.10 Member company adequately responds if production locations fail to pay legal wage requirements and/or fail to provide wage data to verify that legal wage requirements are paid.	Advanced	Fair Wear members are expected to actively verify that all workers receive legal minimum wage. If a supplier does not meet the legal wage requirements or is unable to show they do, Fair Wear member companies are expected to hold the management at the production location accountable for respecting local labour law.	Complaint reports, CAPs, additional emails, Fair Wear Audit Reports or additional monitoring visits by a Fair Wear auditor, or other documents that show the legal wage issue is reported/resolved.	4	4	-2

Comment: In the previous year, 1 out of 2 factory assessments included findings regarding non-payment of legal minimum wage/ legally required wage elements. The issue detected concerns piece-rate workers who are not guaranteed a legal minimum wage.
Ortovox responded immediately to these findings by checking wage levels regularly and continuously encouraging salaries independent of output. The member has addressed this and promotes transparency about wages by calculating prices with most of the manufacturing partners based on open costing sheets and checking wage levels regularly through surveys to suppliers, factory assessments and third-party audits and the Higg FSLM assessment tool.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.11 Degree to which member company assesses and responds to root causes of wages lower than living wages in production locations.	Advanced	Assessing the root causes for wages lower than living wages will determine what strategies/interventions are needed for increasing wages, which will result in a systemic approach.	Member companies may present a wide range of evidence of how payment below living wage was addressed, such as: internal policy and strategy documents, reports, wage data/wage ladders, gap analysis, correspondence with factories, etc.	6	6	0

Comment: Ortovox discusses the topic of wages with all its suppliers. Ortovox has done a thorough root-cause analysis to find out why wages at suppliers are below the living wage. Based on the root-cause analysis, Ortovox has developed a time-bound plan to enable the systemic increase of wages at all its suppliers. A growing share of suppliers now use open costing sheets, providing full transparency on the wage component of production costs. Wage levels have been integrated into supplier evaluations to track progress and positively encourage suppliers to engage with these topics.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.12 Member company determines and finances wage increases.	Intermediate	Member companies should have strategies in place to contribute to and finance wage increases in their production locations.	Analysis of wage gap, strategy on paper, demonstrated roll out process.	4	6	0

Comment: Ortovox has started to address the topic of living wage internally, by addressing the topic in meetings across different departments and involving top management. Ortovox has an overview of wages paid in production locations, and the member has discussed wage increases with its factories. The brand is aware of the extra expenses involved and has integrated this understanding into a long-term plan extending to 2030.
Ortovox has created a strategy to finance wage increases, which includes paying living wages in Asia and a target wage in Europe by 2030, and this strategy has been agreed upon by relevant management staff, including the CEO.

Recommendation: In case Fair Wear members are interested in developing a joint approach to improve wages at a shared supplier, Fair Wear can give advice on measures that need to be taken by Ortovox to ensure compliance with anti-trust/anti-competition legislation in relevant jurisdictions.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.13 Percentage of production volume where the member company pays its share of the living wage estimate.	33.14%	Fair Wear requires its member companies to act to ensure a living wage is paid in their production locations to each worker.	Member company's own documentation such as reports, factory documentation, evidence of Collective Bargaining Agreement (CBA) payment, communication with factories, etc.	2	6	0

Comment: Ortovox uses fact-based costing to ensure its prices support the payment of a living wage estimate at suppliers responsible for 33% of Ortovox's FOB.

Recommendation: Ortovox is encouraged to roll out its approach to other suppliers.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.14 Member addresses grievances received through Fair Wear's helpline in accordance with the Fair Wear's Access to Remedy Policy.	Advanced	Members are expected to actively support the operational-level grievance mechanisms as part of regular contact with their suppliers. The complaints procedure provides a framework for member brands, emphasising the responsibility towards workers within their supply chain.	Overview of supporting activities, overview of grievances received and addressed, etc.	4	4	-2

Comment: Ortovox received 5 grievances in the financial years starting in 2023 and 2024 about living wage, reasonable working hours, employment is freely chosen, no discrimination, safe and healthy working conditions, and legally binding employment relationships with its suppliers in Vietnam, China and Ukraine. The member actively responded to these complaints as per Fair Wear's Complaints Procedure. Once received the grievances, Ortovox contacted the factory to understand the situation and gather all relevant information. Ortovox discussed the case and next steps with Fair Wear's grievance handlers. Furthermore, it is common practice for Ortovox to identify solutions together with other brands sourcing from the factory and share best practices. Ortovox included the outcome of these complaints to decide on further preventive actions in its supply chain, by organising training or, as a last resort, by responsibly exiting the factory since there was no collaboration from the supplier and therefore the remediation was not possible.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.15 Degree to which member company implements training to address the risks identified.	Basic	Training programmes can play an important role in improving working conditions, especially for more complex issues, such as freedom of association or gender-based violence, where factory-level transformation is needed.	Links between the risk profile and training programme, documentation from discussions with management and workers on training needs, etc.	2	6	0

Comment: Ortovox has some CAP findings where training is a recommended follow-up action. The member has enrolled some of its suppliers with findings on safe and healthy working conditions in the following training modules: WEP Basic and Communication Programme.

Recommendation: The member is recommended to implement training for all factories where this is part of its action plan.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.16 Degree to which member company follows up after a training programme.	Advanced	Training is a crucial tool to support transformative processes but complementary activities such as remediation and changes at the brand level are needed to achieve lasting impact	Evidence of engagement with factory management regarding training outcomes, documentation on follow-up activities, and proof of integration into further monitoring and risk profiling efforts.	6	6	0

Comment: Ortovox followed up on the implemented training by checking the effectiveness of the training in the different production locations. There are still some training results that need to be addressed. Ortovox has not received training reports yet for one facility and awaits those to decide on appropriate follow-up. Additionally, the member used the results of the training as input for its human rights due diligence, by adjusting its risk assessment.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.17 The member company's human rights due diligence system includes a responsible exit strategy.	Advanced	Withdrawing from a non-compliant supplier should only be the last resort when no more impact can be gained from other strategies. Fair Wear members must follow the steps as laid out in the responsible exit strategy.	Exit strategy policy, examples of supplier communications.	4	4	0

Comment: Ortovox's human rights due diligence system includes a responsible exit strategy. In the past financial year, the member stopped with 3 suppliers. The member followed the steps in the responsible exit strategy. Ortovox has a structured process for evaluating and interacting with suppliers, which includes regular meetings for producer evaluation and distribution. These meetings involve input from all relevant departments and lead to discussions about any issues or difficulties the supplier may be experiencing. If there's a need to reduce capacity or end the business relationship, an exit plan is jointly discussed, and suppliers are informed at least two seasons before the last purchase order to ensure they have ample notice. Risk assessments are conducted for both Ortovox and the supplier to understand potential areas for improvement. Decisions about ending a supplier relationship are made in accordance with the supplier strategy, with the stipulation that no current production cycles are halted abruptly. Typically, Ortovox and its suppliers may agree to continue the production program without placing orders for new styles, resulting in a gradual phase-out of production rather than an abrupt stop. This approach aims to manage the supplier relationship responsibly and minimise disruption. Ortovox has discussed the responsible exit strategy with all its suppliers as part of its supplier evaluation process.

Recommendation: Ortovox could include the responsible exit strategy as part of its suppliers' agreement or contract.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
3.18 Member company's measures, business practices and/or improvement programmes go beyond the indicators or scope.	Intermediate	Fair Wear would like to reward and encourage members who go beyond the Fair Wear policy or scope requirements. For example, innovative projects that result in advanced remediation strategies, pilot participation, and/or going beyond tier 2.	Overview of Human Right risk monitoring, remediation and prevention activities and processes.	4	6	0

Comment: Ortovox undertakes activities related to human rights that go beyond Fair Wear's scope, by ensuring all tier 2 locations sign the Code of Labour Practices and go through the Ortovox onboarding process. The member brand also collects third-party audits and a self-assessment, and uses information on the country level for its risk scoping and risk assessment. Additionally, Ortovox joined a Tier 2 grievance mechanism project, administrated by Partnership for Sustainable Textiles.

Layer 4 External communication, outreach, learning, and evaluation

Possible Points: 18
Earned Points: 16

Indicators related to communication

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.1 Member company actively communicates about Fair Wear membership.	Advanced	Fair Wear membership includes the need for a brand to show its efforts, progress, and results. Fair Wear members have the tools and targeted content to showcase accountability and inform customers, consumers, and retailers. The more brands communicate about their sustainability work, the greater the overall impact of the work of the Fair Wear member community.	Member website, sales brochures, and other communication materials.	4	4	0

Comment: Ortovox communicates accurately about Fair Wear membership on its website. The member also uses other channels to inform customers and stakeholders about Fair Wear membership. By including the Fair Wear logo on its product detail pages, in videos, newsletters, catalogues, workbooks, order tools, packaging, and through its social media communication, both targeting B2B and B2C customers, Ortovox actively spreads the Fair Wear message.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.2 Member company sells external brands with a Human Rights Due Diligence system (if applicable).	No reselling of external brands	Some member companies resell other brands, which Fair Wear refers to as 'external production'. These members are expected to investigate the Human Rights Due Diligence system of these other brands, including production locations and the availability of monitoring information.	External production data in Fair Wear's information management system, collected information about other brands' human rights due diligence systems, and evidence of external brands being part of other multi-stakeholder initiatives that verify their responsible business conduct.	N/A	4	0

Comment: Ortovox does not sell external brands.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.3 Human rights due diligence reporting is submitted to Fair Wear and is published on the member company's website.	Advanced	The social report is an important tool for member companies to share their efforts with stakeholders transparently. The social report explicitly refers to the workplan and the yearly progress related to the brands goals identified in the workplan.	Social report.	4	4	0

Comment: Ortovox has submitted its social report, which Fair Wear reviewed. Ortovox has also published the report on its website.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.4 Member company engages in advanced reporting activities.	Advanced	Good reporting by members helps ensure the transparency of Fair Wear's work and helps share best practices within the industry. This indicator reviews transparency efforts reported beyond (or included in) the social report.	Brand Performance Check, audit reports, information about innovative projects, specific factory compliance data, disclosed production locations (list tier 2 and beyond), disclosure of production locations, alignment with the Transparency Pledge.	4	4	0

Comment: Ortovox published its social report, which includes factory-level data and remediation results, on its website. The factory-level data Ortovox included are: a complete list of its Tier 1 suppliers, country-level improvement plans, and communications about projects Ortovox participated in. Next to that, the member also publishes its full factory list and includes the time-bound prevention, remediation and mitigation actions it has supported for each supplier.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.5 Member company has a system to track implementation and validate results.	Intermediate	Progress must be checked against goals. Members are expected to have a system in place to track implementation and validate the progress made.	Documentation of top management involvement in systematic annual evaluation includes meeting minutes, verbal reporting, PowerPoint presentations, etc. Evidence of worker/supplier feedback.	4	6	0

Comment: Ortovox has a system to track progress and check if implemented measures have been effective in preventing and remediating human rights violations. The internal evaluation system involves top management. The member has yet to implement a triangulated approach including other stakeholders like worker representation and unions.

Recommendation: The member is advised to include feedback from workers in its evaluation system.

Performance indicators	Result	Relevance of indicator	Documentation	Score	Max	Min
4.6 Level of action/progress made on requirements from previous Brand Performance Check.	No requirements were included in the previous Brand Performance Check	In each Brand Performance Check report, Fair Wear may include requirements for changes to management practices. Progress on achieving these requirements is an important part of Fair Wear membership and its process approach.	Member should show documentation related to the specific requirements made in the previous Brand Performance Check.	N/A	4	-2

Comment: In the previous performance check, no requirements were included.

5 Appreciation chapter

5.1 Member company publicly responded to problems/allegations raised by consumers, the media, or NGOs.: Yes

Comments: Ortovox provided a speaker for the panel "Implementing responsible purchasing practices: Shared responsibility means shared success" in Munich. Ortovox provided a speaker for the panel from the Initiative for Global Solidarity (IGS) and Center for Politics of Emancipation (CPE) in Belgrade.

5.2 Member company actively participated in lobby and advocacy efforts to facilitate an enabling environment in production clusters.: Not applicable

5.3 Member company actively contributed to industry outreach, visibility, and learning in its main selling markets.: Yes

Comments: Ortovox actively contributes to industry outreach, visibility and learning through its ProtAct LAB: https://www.ortovox.com/uk/protact-academy-lab/

Recommendations to Fair Wear

Ortovox is eager to learn about the latest developments in Fair Wear's Member Hub. Ortovox would like to see some introductory training on how to follow up on CAPs, how to set the scene on standards and give training to the procurement team, get the people into the Fair Wear cosmos, not just having the Fair Wear logo, but put efforts to bring back and foster a community.

Brand Performance Check details

Date of Brand Performance Check: **29-01-2026**
Conducted by: **Gloria Bolzonello**